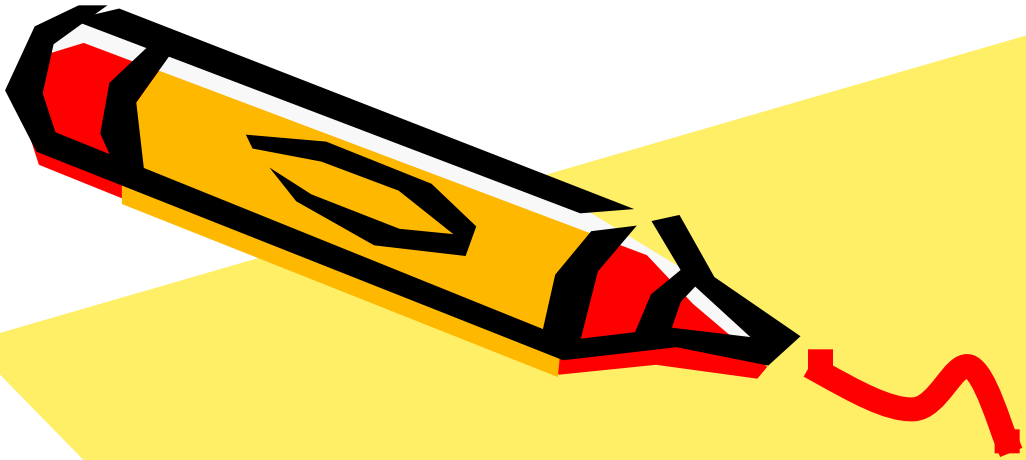
Carlisle Barracks
Equal Employment Opportunity Office

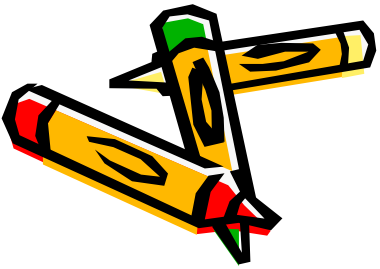


Alternative Dispute Resolution (ADR)

M E D I A T I O N

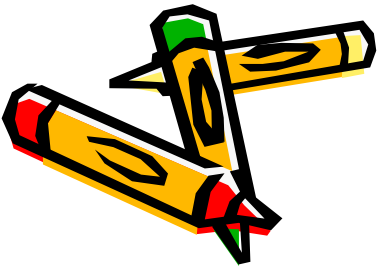
REGULATORY GUIDANCE

- EEOC MD 110, Chapter 3
- 29 Code of Federal Regulations (CFR) Part 1614.102(b)(2)
- AR 690-600, Chapter 2



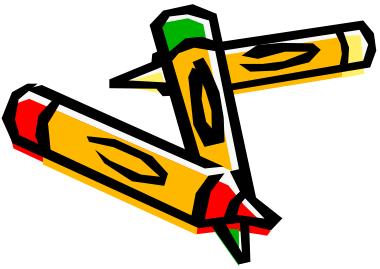
“MEDIATION”

- PURPOSE: Offer disputing parties opportunity to “OPENLY” express issues in a “mutually” satisfactory manner towards “resolution”
- Preferred “method” of ADR within Army with a certified & trained ADR neutral (mediator)
- Offered throughout the informal & formal stages of EEO administrative complaint process
- **NOT** appropriate in every case, i.e., sexual harassment incidents



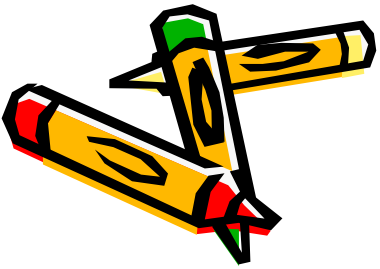
ADR Team

- EEO Manager
- Labor Counselor (Agency Representative)
- CPAC Management Employee Relations (MER)
- Managers or Union Officials, where applicable



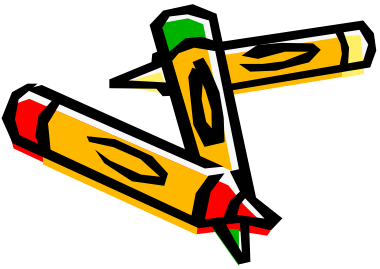
CORE PRINCIPLES

- Voluntary
- Neutral
- Confidential
- Enforceable



BENEFITS

- Restoration of working relationships
- Saves $$
- Mission accomplishment
- “Win Win” Resolution



QUESTIONS

Equal Employment Opportunity Office

46 Ashburn Drive

Anne Ely Hall

Rosita N. Aguigui

Equal Employment Manager

(717) 245-3950 or

(717) 245-3151

Room 222, 2d floor

Office Hours, 0730-1630